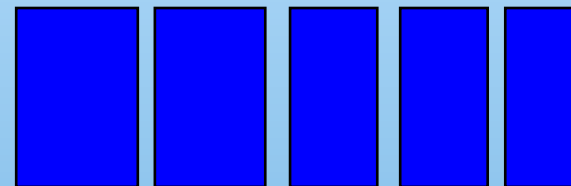



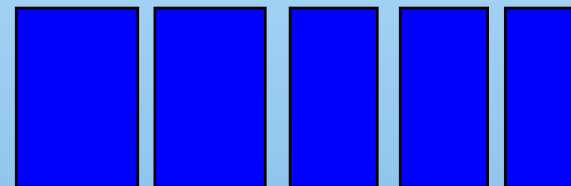


























































Grading Criteria



Category			
Manning	<89%	90% - 94%	95% & Above
Recruiting Pct of Goal	<89%	90% - 94%	95% & Above
Advancements Verses TAFMS ALNAV Flow Pts	>18 Months	7-17 Months	≤6 Months
Shore Billet Quality Pct In Rate Shore Billets	<74%	75% - 84%	85% & Above
Sea Shore Rotation (E5 - E9)	>48 Months	42-48 Months	36-39 Months
Reenlistments Pct Difference vs Goal	>10%	6-10%	≤ 5%
Attrition (Zone A) (Zones B & C)	>10% (>5%)	6-10% (3-5%)	≤ 5% (≤ 2%)
SRB	NAVADMIN published annually with current rates and zones. <i>Latest: NAVADMIN 159/03 (June 03)</i>		
EB/NCF/LRP	Used as recruiting tool to attain assessment goals in specific ratings. <i>Latest: EB GENADMIN 022039Z Oct 03 / NCF-LRP DTG282149Z Feb 03</i>		
Sea/Shore Rotation	Based on Ratio of Sea to Shore Billets. Updated every 18 months. <i>Latest: NAVADMIN 341/01 (Dec 01)</i>		
Striker/Entry Opportunity	Obtained from Career Reenlistment Objectives (CREO)/Rating Entry for General Apprentices (REGO) NAVADMIN <i>Latest: NAVADMIN 317/03 (Dec 03)</i>		
Priority Rating	Priority Ratings list is the CNRC "Hot List" of critically undermanned ratings as determined by OPNAV N1.		
Perform to Serve (PTS)	A Force shaping tool by leveling rating manning from overmanned to undermanned rates. <i>Latest: NAVADMIN 316/03 DTG101135Z (Dec 03)</i>		

People Metrics - Enlisted (May 2004 Data)



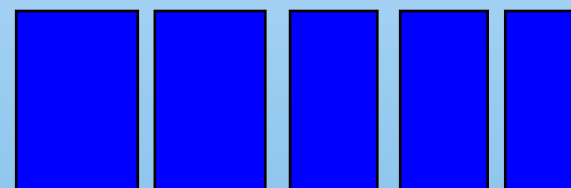
Rate	Overall	Manning (INV/BA)	Sea/Shore Rotation	Advancements	Recruiting	Shore Billet Quality	Reenlistments	Zone A Attrition
CS								
CS (SS)								
DK								
PC								
SH								
SK								
SK (SS)								

























09/05/16

People Metrics - FTS

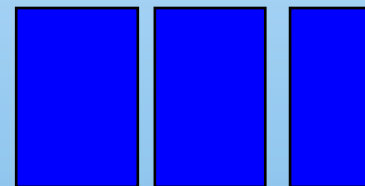
Enlisted

(May 2004 Data)

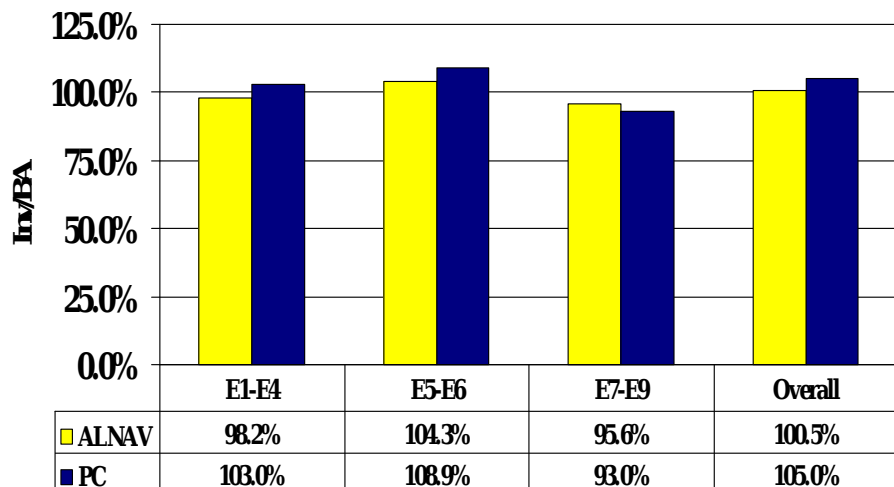


Rate	Overall	Manning (INV/BA)	Sea/Shore Rotation	Advancements	Recruiting	Shore Billet Quality	Reenlistments	Zone A Attrition
CS FTS								
DK FTS								
SK FTS								

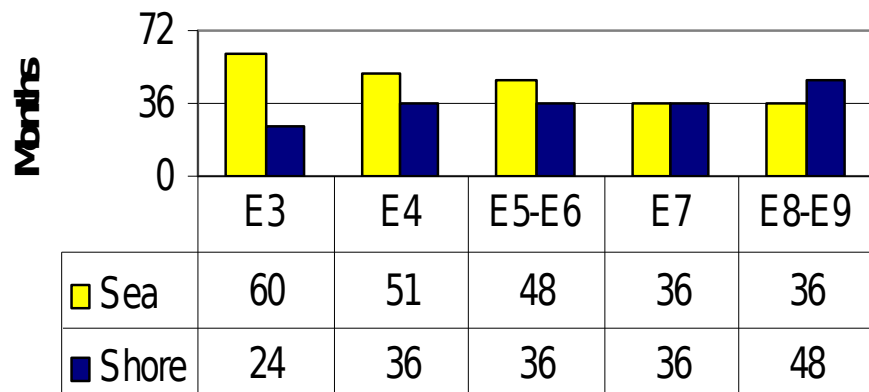
PC Rating Profile



PC BA Manning



PC Sea/Shore Rotation



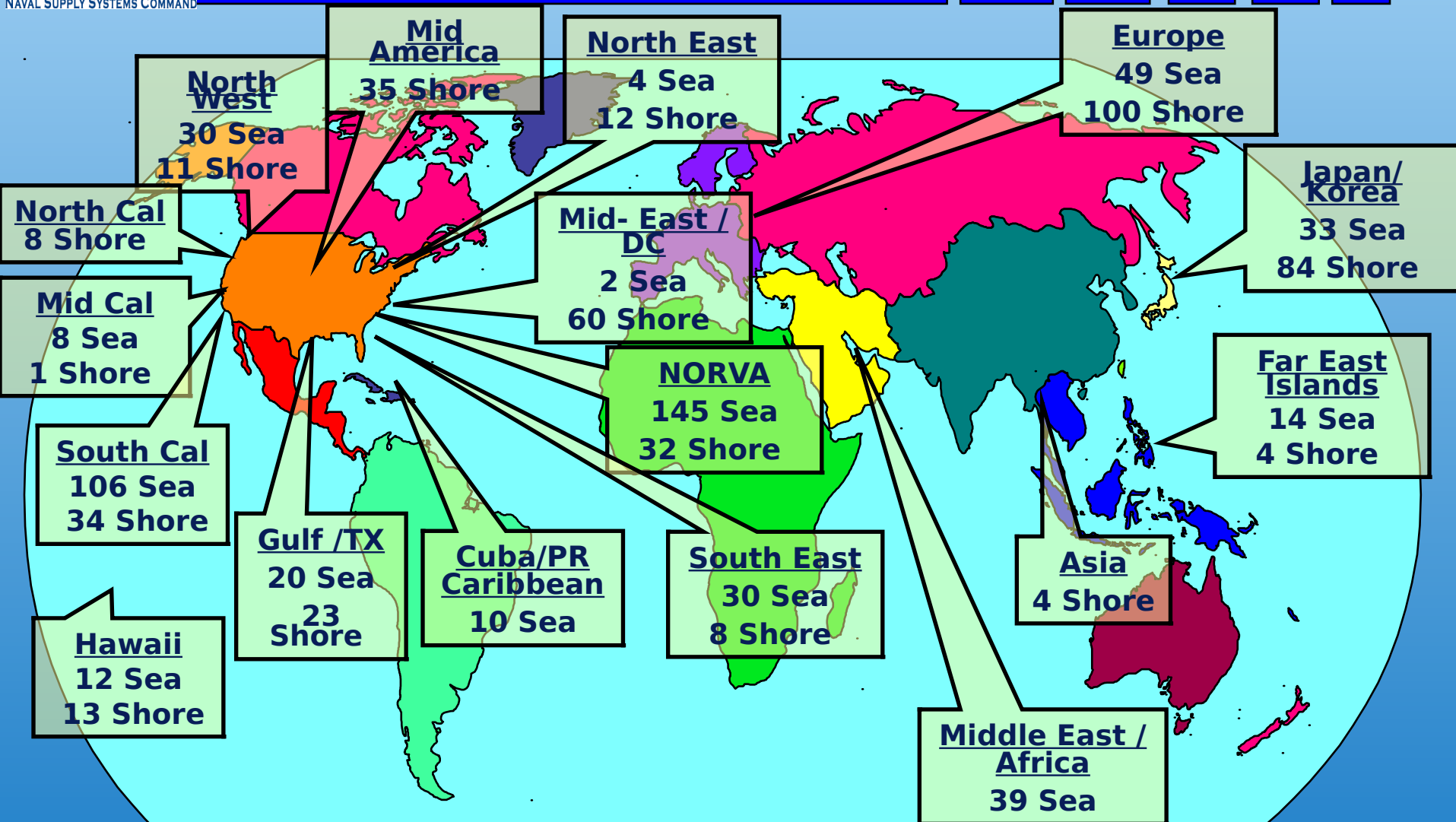
Overall Rating Grade

Category	E1-E4	E5-E6	E7-E9	Overall
Manning				
Sea/Shore Rotation				
Advancement Opportunity				
Recruiting				
Shore Billet Quality				

	Zone A	Zone B	Zone C	Overall
Reenlistment				
Attrition				

	Yes	No	
SRB	✓		<div>SRB</div> <div>Zone A - 0.5</div>
EB	✓		
Priority Rating	✓		<div>EB</div> <div>Oct-Sep \$2K</div>
Striker/Entry Opportunity	Approval Required		
Perform to Serve (PTS)	✓		

PC Billet Locations



PC Inventory Distribution

(by

CNRC Priority Rating
Enlistment Bonus
\$2K Oct - Sep

Manning Summary

- EPA: 907 BA: 914 INV: 960
 Relative Size - 73rd of 93 ratings

NON-DETAILABLE - 30 (+3)

HUMS - 1 (-/+0) / LIMDU - 11 (- 1) / PREG - 9 (-3)

MED - 2 (-/+0) / TEMDU SEP - 6 (+6) / TEMDU DISP - 1(+1)

SRB

Zone A - 0.5 Rate

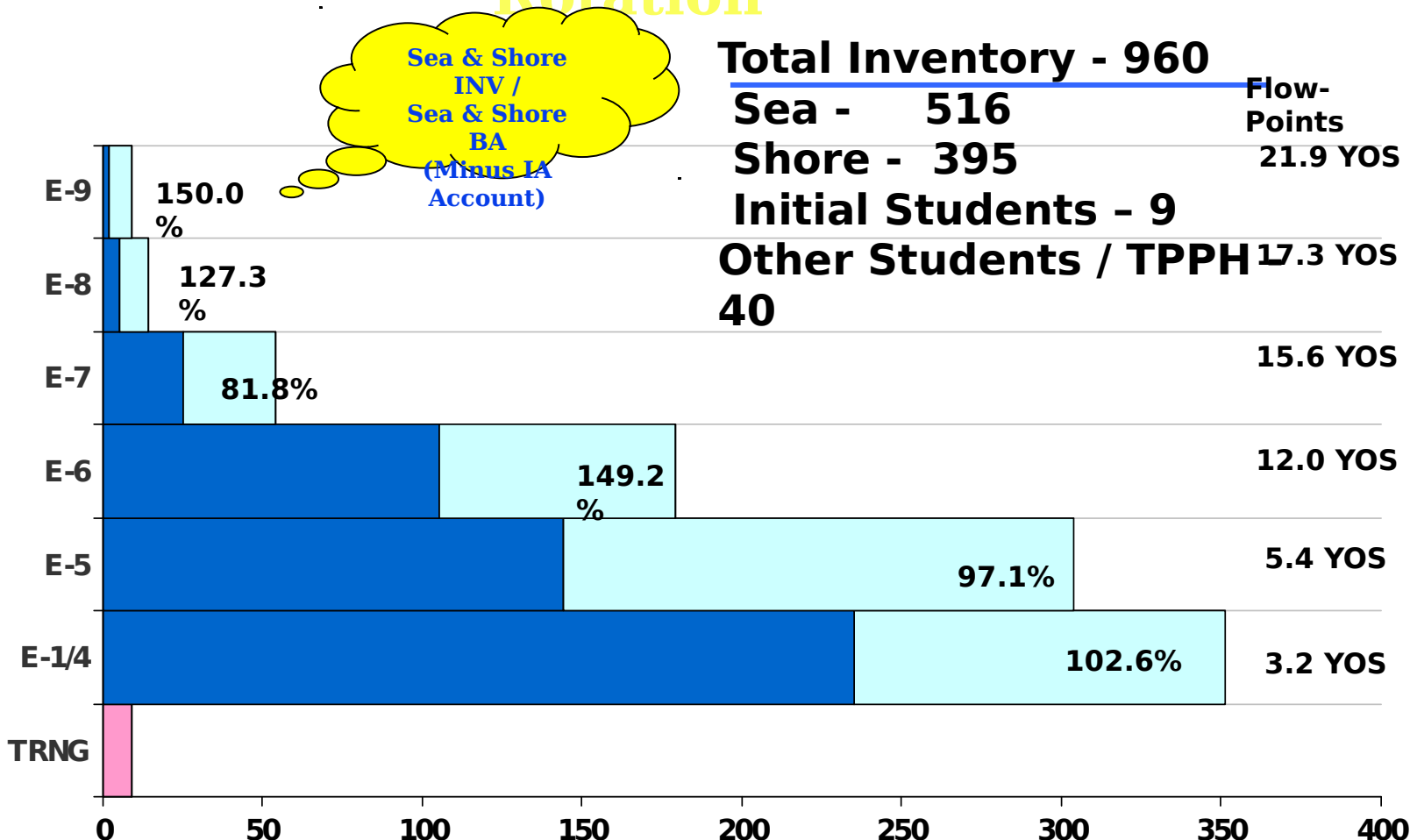
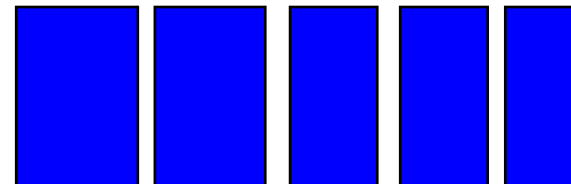
Inventory...

0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
04EPA	94	93	93	78	53	47	44	41	40	38	32	29	28	23	21	20	18	17	17	17	12	10	10	10	3	3	3	3	3		
E9-150%																			1		1	1				1	1	2	2		
E8-127%																	1	2	1	2	2	1	2			3					
E7-93%												2	1	5	2	1	3	15	4	5	5	2	6	4	1	1					
E6-125%			1				2	1	4	7	23	16	10	12	18	18	12	18	18	20	3	1									
E5-99%	1		1	6	10	30	64	42	29	30	18	25	13	12	10	6	8	3	5	4											
E4-114%	8	60	59	51	32	23	41	17	5	3						2															
E1-3-80%	24	48	3	1			1			1																					
♦ Re-Enlisted				25	39	52	99	49	32	34	36	34	17	25	22	22	22	35	28	17	9	4	6	1	1	3					

E4 - 8 Year
HYT---loss of
27 PC3

- 04 EPA
- E9 - 150%
- E8 - 127%
- E7 - 93%
- E6 - 125%
- E5 - 99%
- E4 - 114%
- E1-3 - 80%
- Re-Enlisted

PC Rating Sea/Shore Population and Rotation



Sea & Shore
INV /
Sea & Shore
BA
(Minus IA
Account)

Total Inventory - 960

Sea - 516

Shore - 395

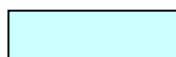
Initial Students - 9

Other Students / TPPH 40

Flow-Points
21.9 YOS



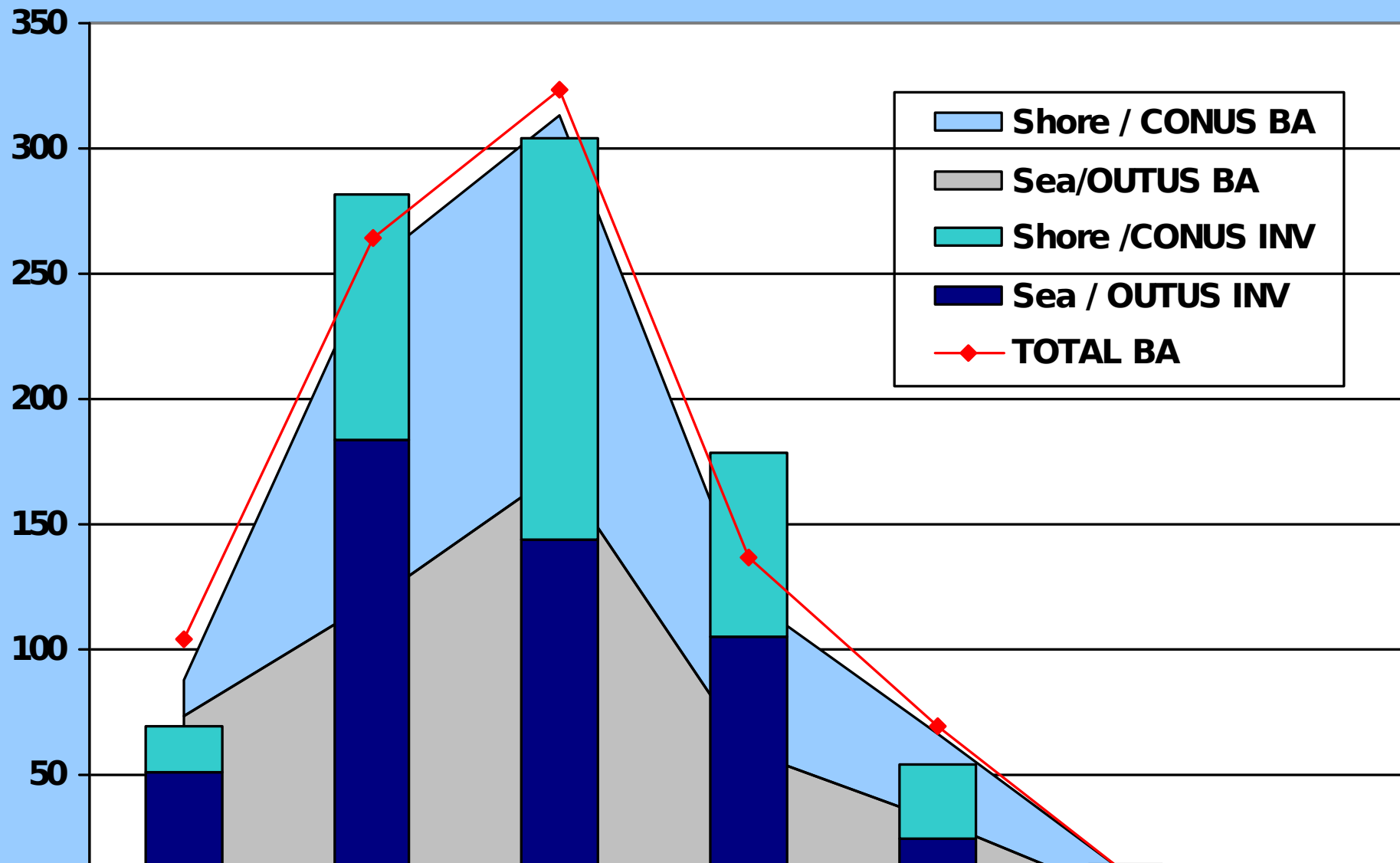
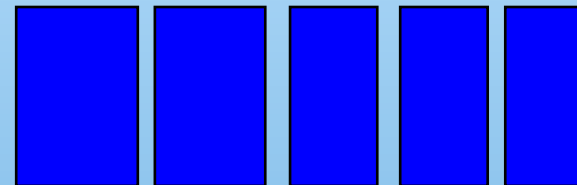
Sea



Shore

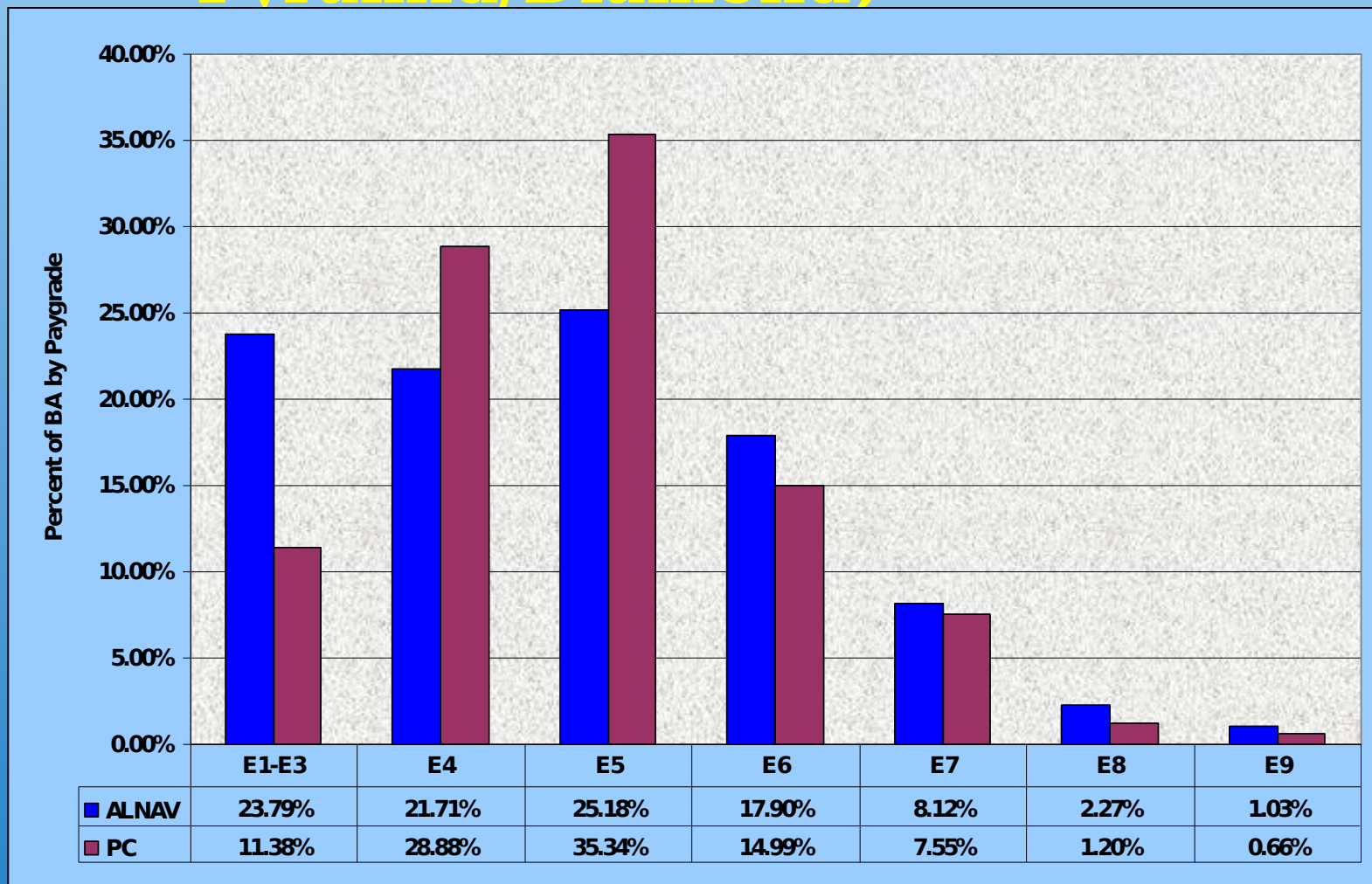
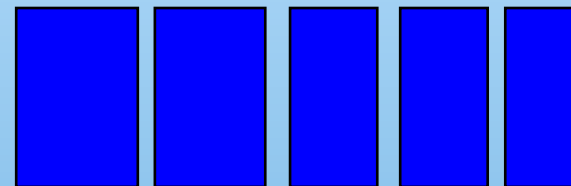
09/05/16

PC Rating Billet Analysis



PC Paygrade Distribution (Billet

Pyramid/Diamond)



09/05/16

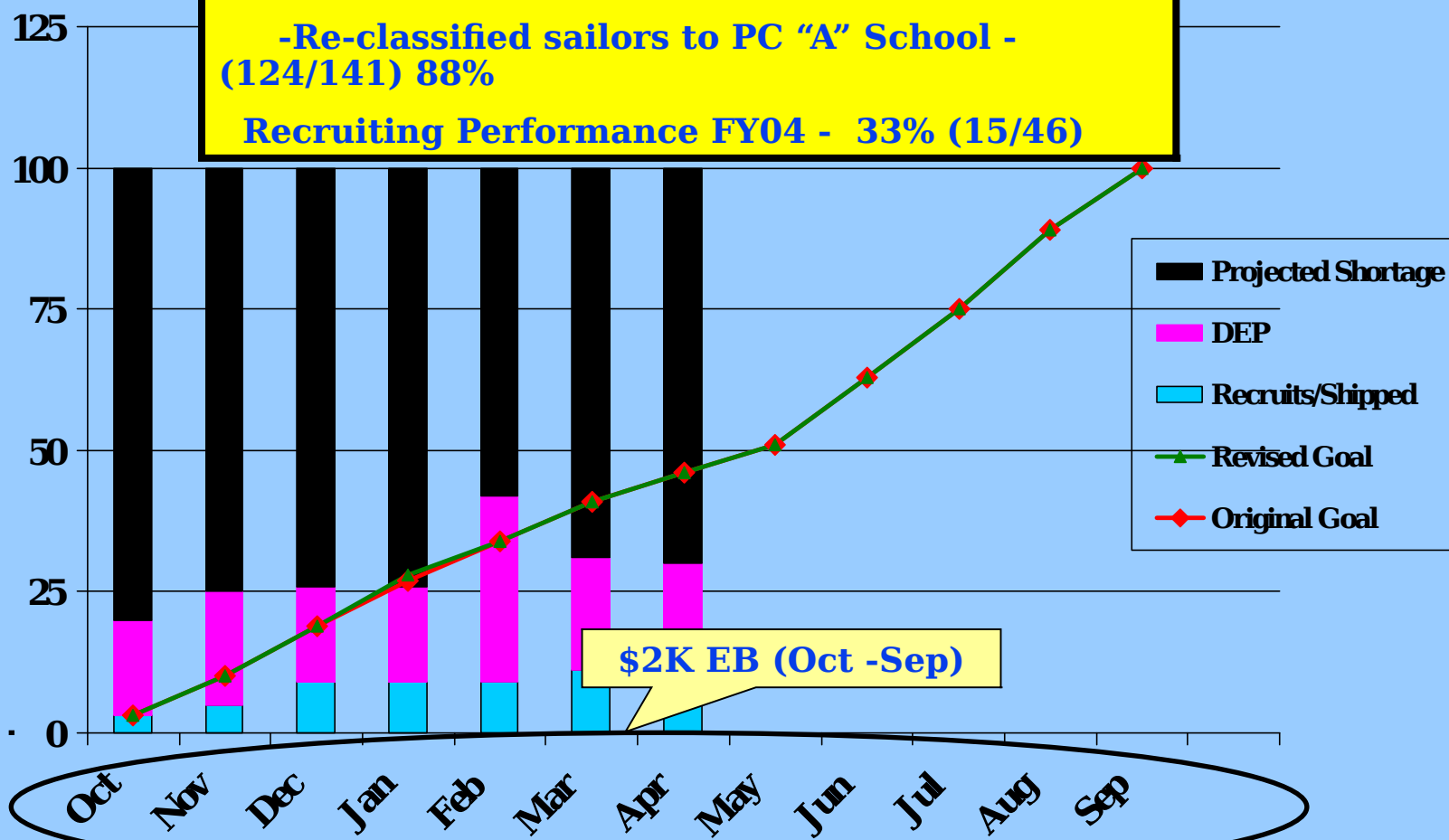
PC Recruiting

• Recruiting Performance FY02 - 173% (26/15)

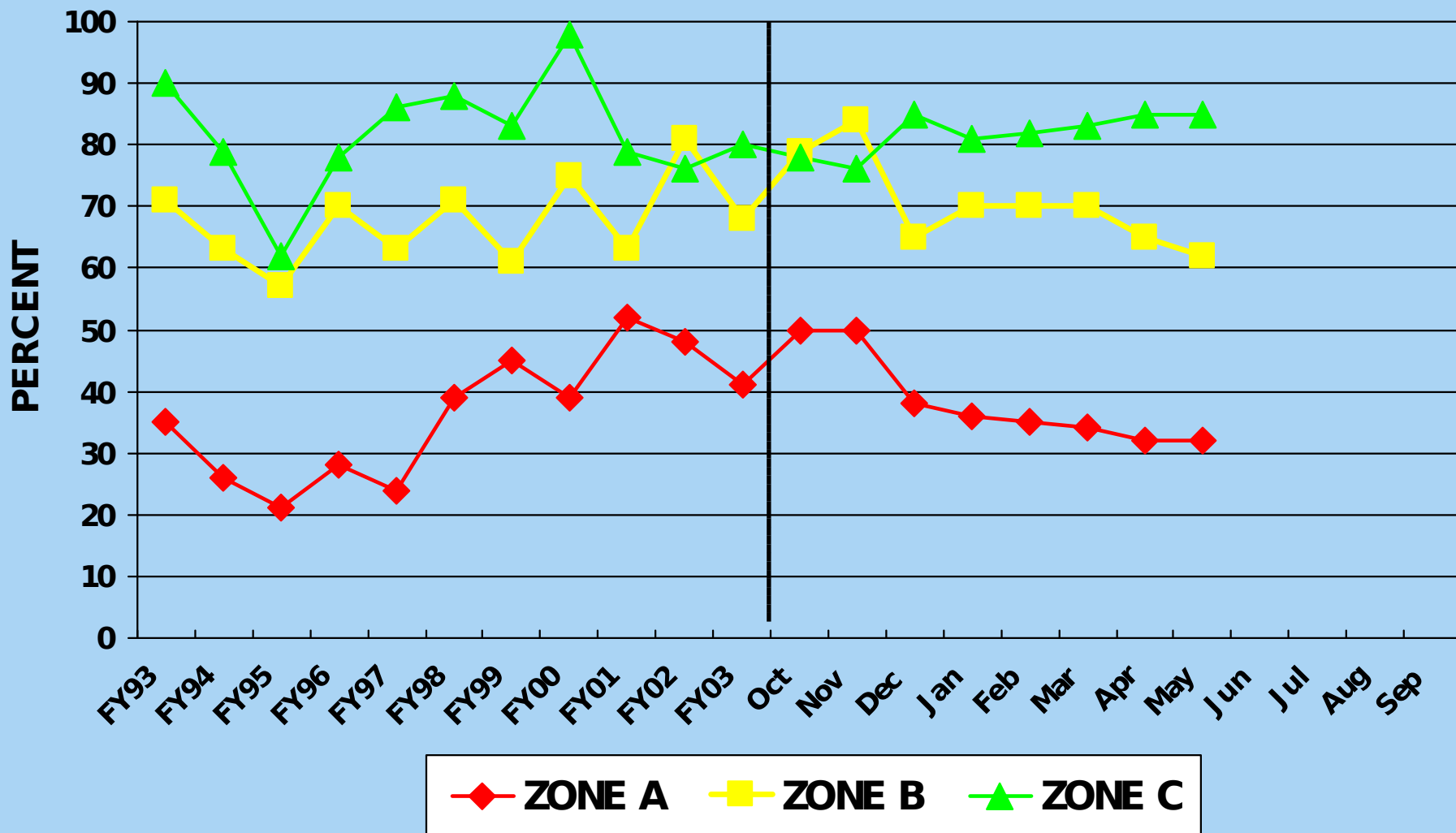
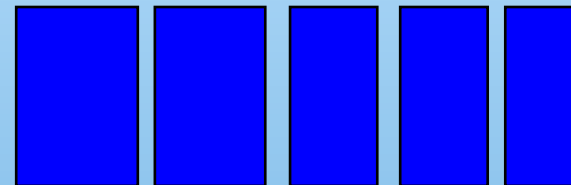
• Recruiting Performance FY03 - 44% (62/141)

-Re-classified sailors to PC "A" School -
(124/141) 88%

Recruiting Performance FY04 - 33% (15/46)

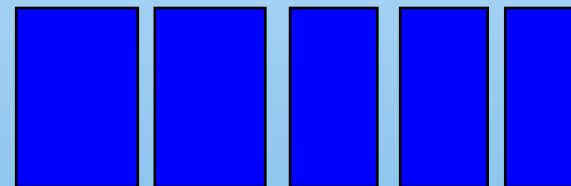


PC Rating Retention Rates

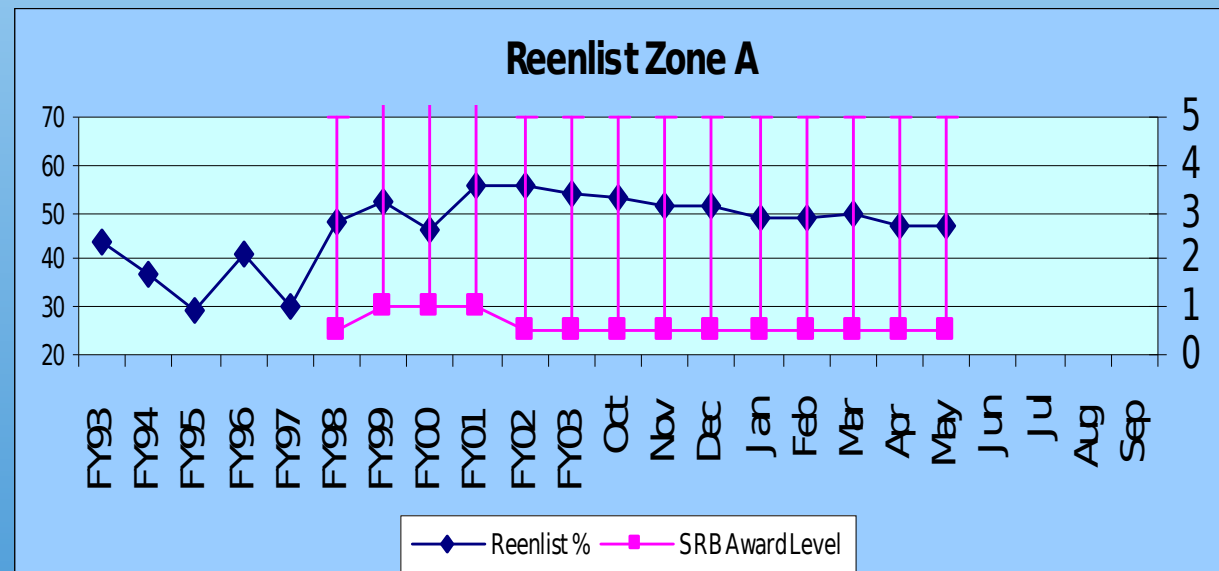


PC Rating

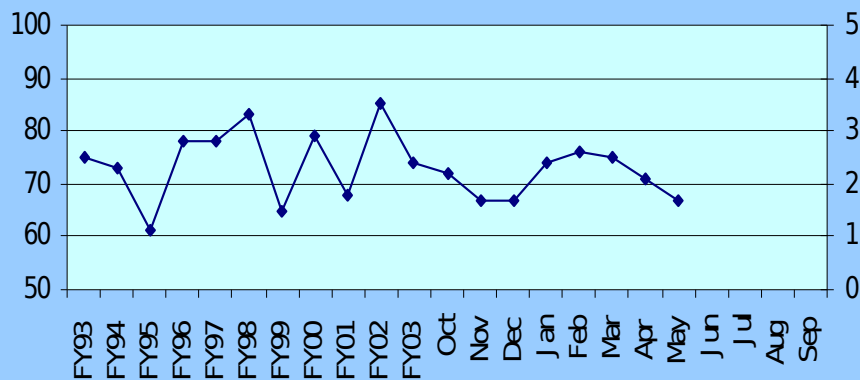
Reenlistments Compared With SRB Levels (History)



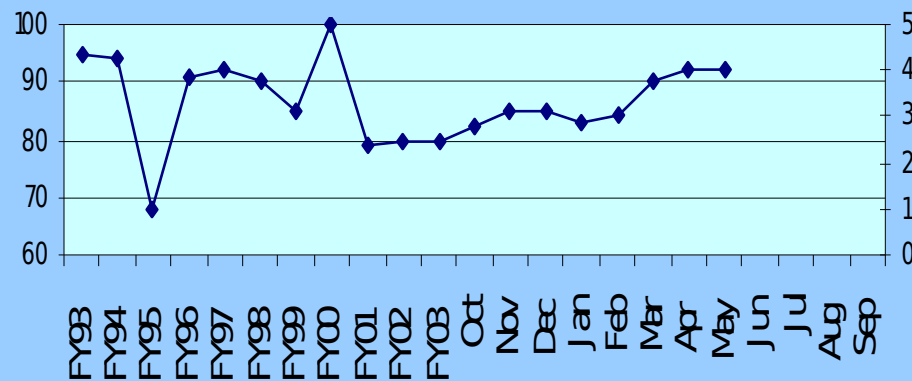
• SRB = Highest Level At Year Established



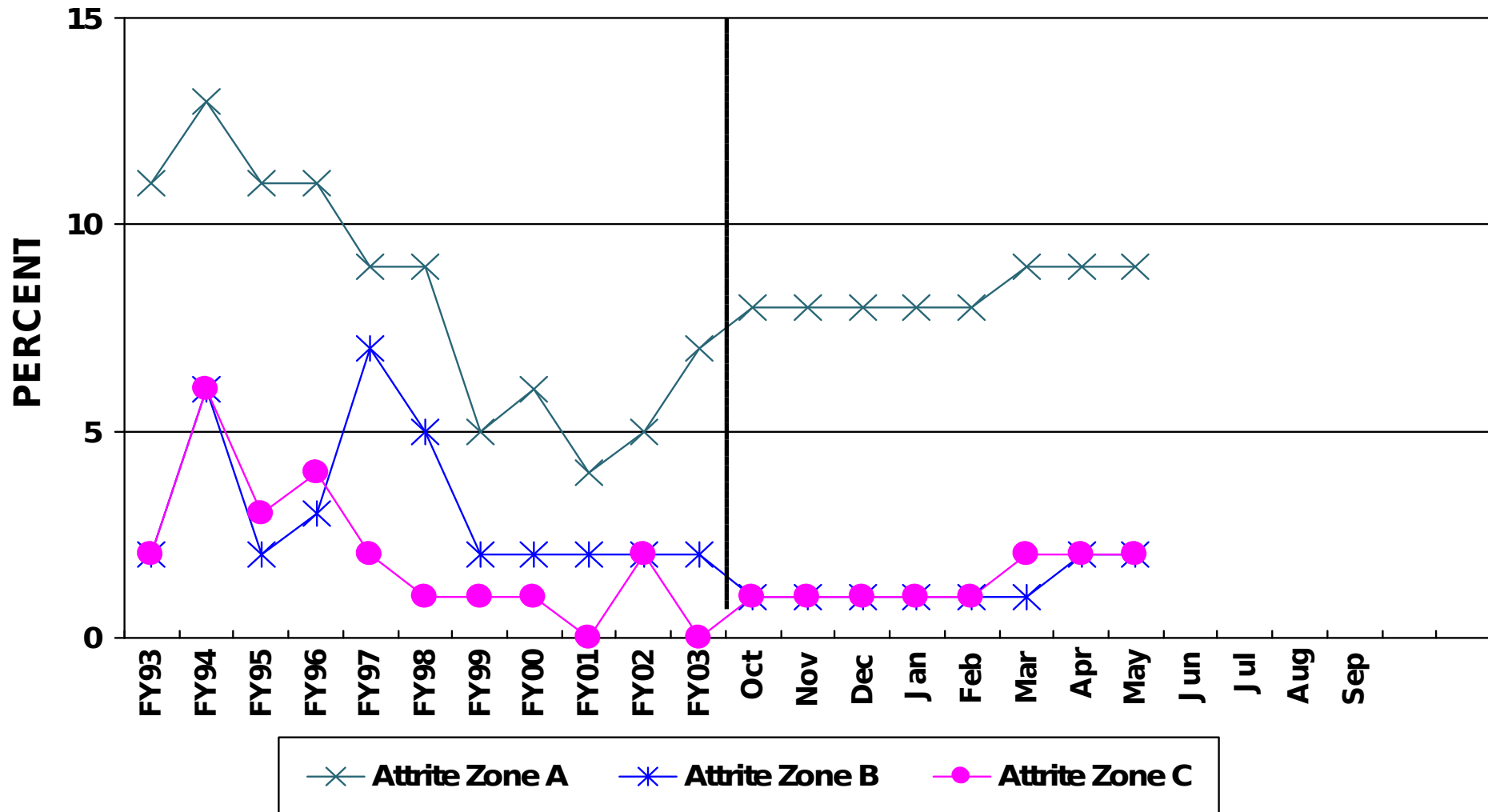
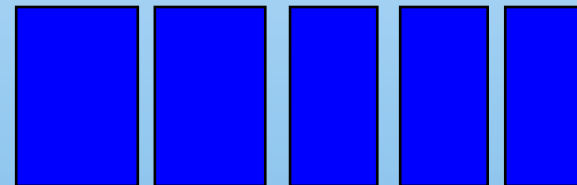
Reenlist Zone B



Reenlist Zone C



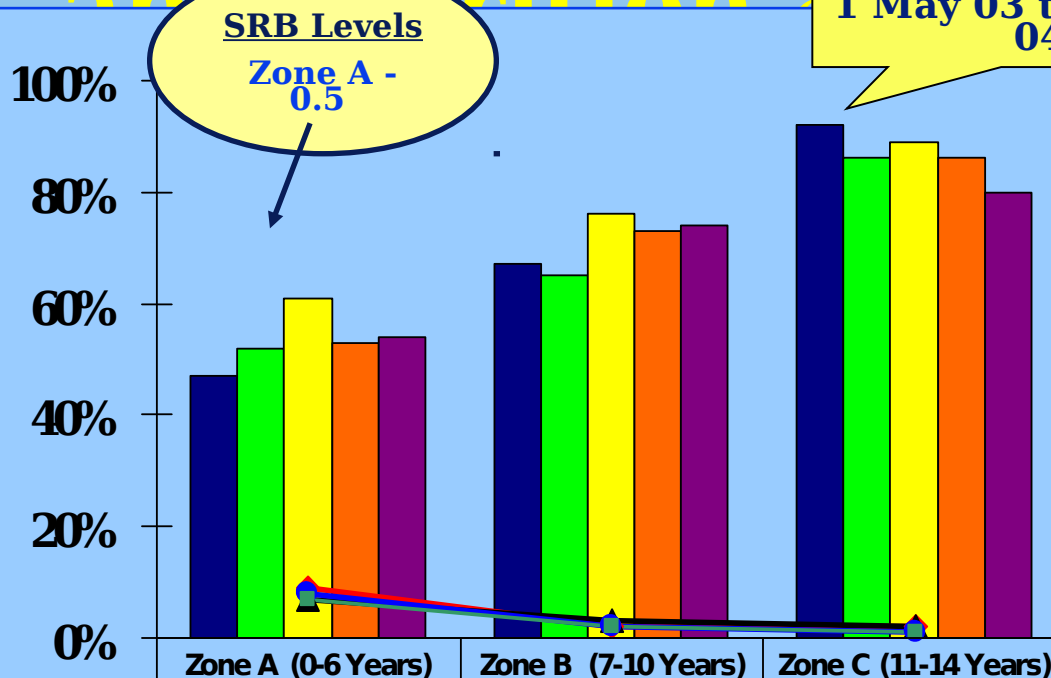
PC Rating Attrition (History)



PC Reenlistments

Period of Report...

1 May 03 to 31 May 04



FY 02 Attrition Facts (Zone A)

PC: 1) Medical / Disability - 1.31%
4.70% 2) Misconduct - 1.27%
3) Parenthood - 1.04%

Supply: 1) Drug Abuse - 2.11%
6.56% 2) Misconduct - 1.26%
-0.43% 3) Medical / Disability

ALNAV: 1) Drug Abuse - 2.19%
9.0% 2) Fraud/Erroneous Entry - 1.69%
3) Misconduct - 1.54%

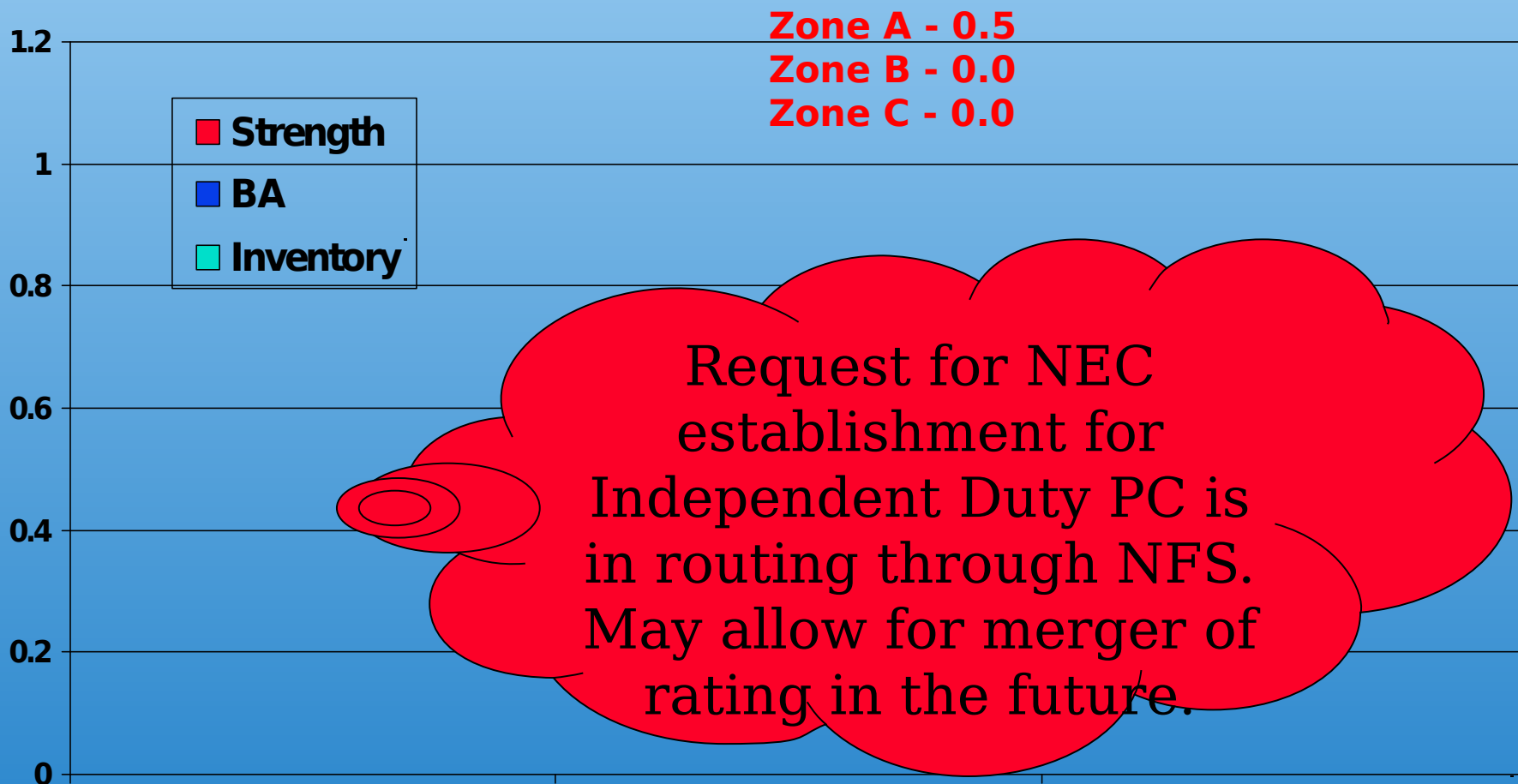
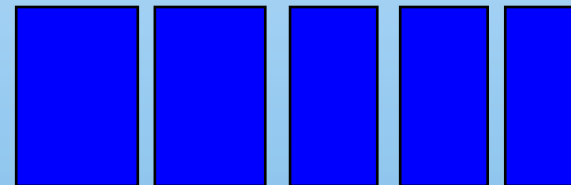
PC 1) Drug Abuse - 2.20%
6.87% 2) Misconduct - 1.37%
1.10% 3) VSI Early Release -

Supply: 1) Drug Abuse - 2.04%
6.97% 2) Misconduct - 1.18%
1.10% 3) Personality Disability -

ALNAV: 1) Drug Abuse - 1.7%
8.3% 2) Fraud/Erroneous Entry - 1.5%
3) Misconduct - 1.3 %

25 sailors lost

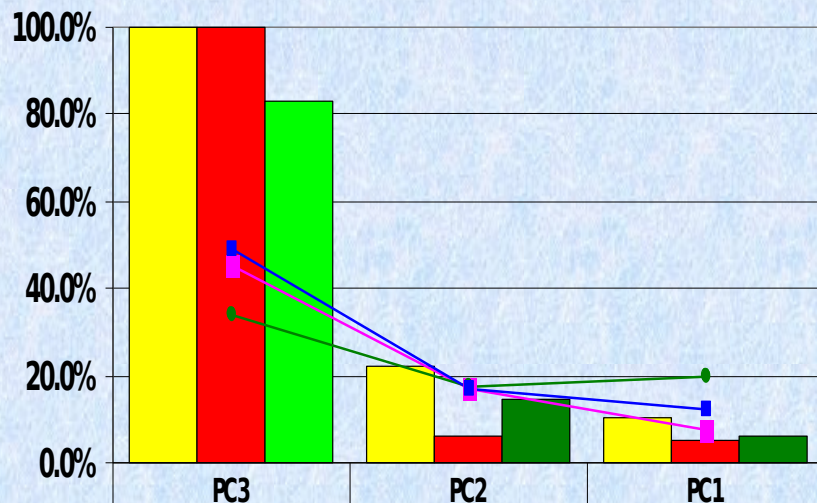
PC Rating NEC Manning and SRB Rates



PC Advancement

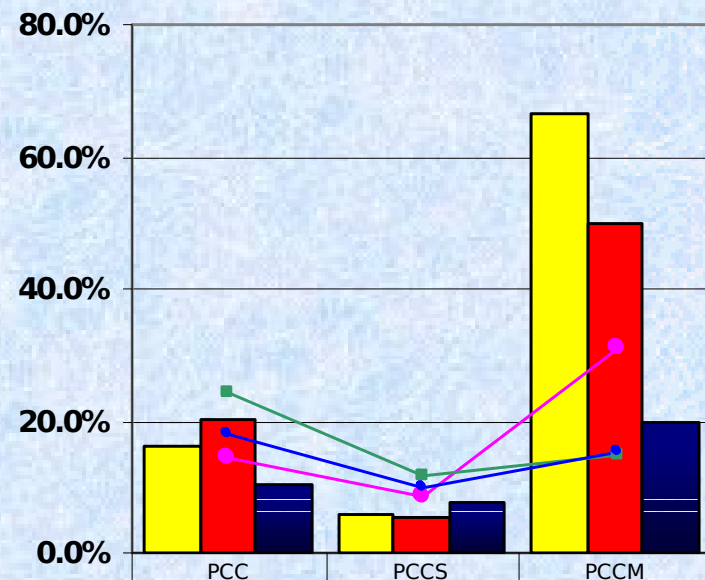
Flow Points (Years)	PC3	ALNAV	PC2	ALNAV	PC1	ALNAV	PCC	ALNAV	PCCS	ALNAV	PCCM	ALNAV
TIG	26	13	41	25	45	54	42	56	22	58	38	46
TAFMS	27	24	54	45	97	104	144	149	163	184	222	202

PC Advancement E4-E6



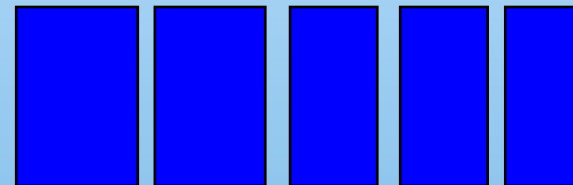
Sep 02	100.0%	22.4%	10.3%
Mar 03	100.0%	6.1%	5.0%
Sep 03	83.2%	14.5%	5.9%
14 Yr PC Avg	45.3%	16.8%	7.5%
ALNAV SEP 03	33.8%	17.4%	19.7%
14 Yr ALNAV AVG	49.2%	16.8%	12.1%

PC Advancement E7-E9

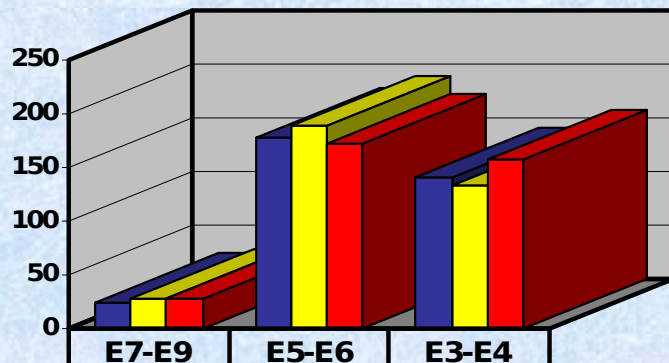


FY 02	16.4%	5.9%	66.7%
FY 03	20.3%	5.3%	50.0%
FY 04	10.2%	7.7%	20.0%
14 Yr PC Avg	14.5%	8.4%	31.1%
ALNAV FY04	24.2%	11.7%	15.0%
14 Yr ALNAV AVG	18.2%	9.9%	15.3%

PC MCA Manning Profile

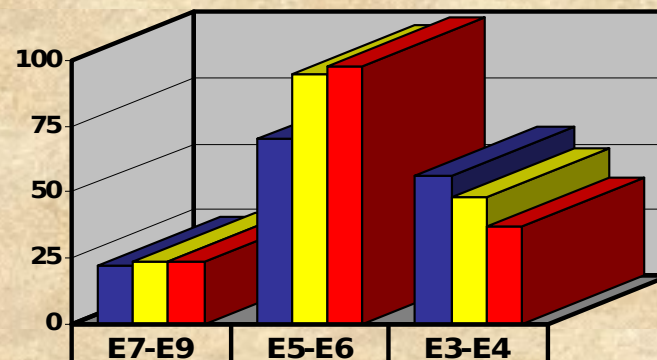


MCA - LANTFLT



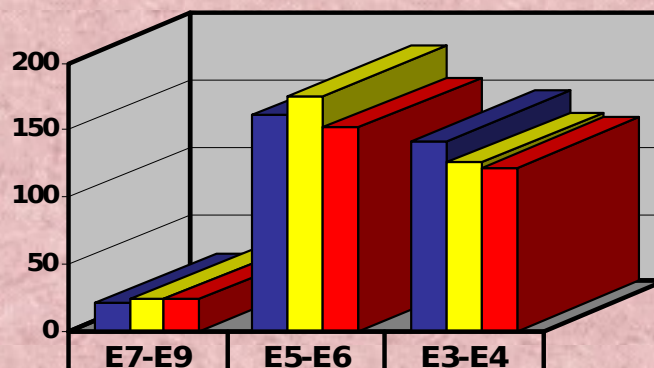
P9 BA	24	178	141
P9 NMP	27	189	133
COB/INV	27	172	157

MCA - BUPERS



P9 BA	22	70	56
P9 NMP	24	95	48
COB/INV	24	98	37

MCA - PACFLT



P9 BA	21	161	142
P9 NMP	24	175	126
COB/INV	24	152	122

09/05

17

PC Billet Breakdown

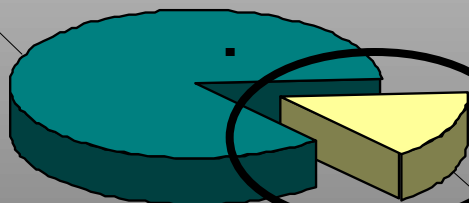
Actual Sailors Serving Out of Rate

4 (-1)	Recruiting - 32 (-4)	Instructor -
(+1)	Security - 17 (-4)	RDC - 3
	General - 5 (+1)	
	Total: 61 (-8) people serving in 61 (-3) billets	

PC Shore Billets

In Rate vs Out of Rate

36 % PC
Shore
Billets
are
Overseas

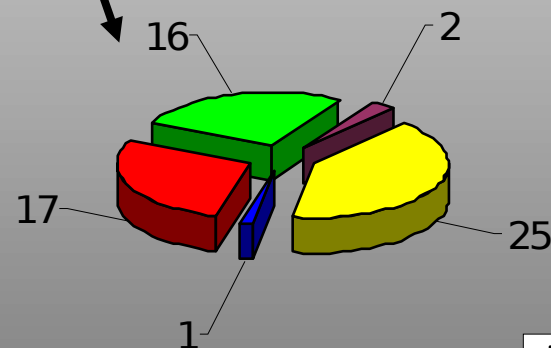


■ In Rate

■ Out of Rate

PC Shore Billets

Out of Rate



■ Instructor
■ Recruiting
■ RDC
■ Security
■ General

PC Schools List

"A" School

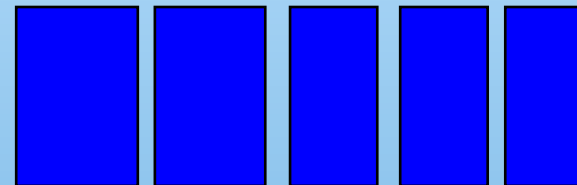
Course	ASVAB Rqmt	CIN	FY01 Util %	FY 02 Util %	FY 03 Util %	Course Length	CDP	Location
PC "A" School	VE+AR=108	A-554-0018	66%	25%	138%	5 Weeks	622E	USA Schools, FT Jackson, SC

"C" Schools

Course	NEC Awarded	CIN	FY 01 Util %	FY 02 Util %	FY 03 Util %	Course Length	CDP	Location(s)
Fleet Independent/Supervisor Postal Clerks Refresher (Career Schools List)	30XX	A-554-0026	--	105%	0%	26 Days	7439	LTA Hampton Roads
Interservice Postal Supervisor	None	A-554-0019	370%	85%	0%	12 Days	3141	USA Schools, FT Jackson, SC

Proposed NEC

30XX - NFS submitting request to NAVMAC to establish Independent Duty NEC.



- **Removal of PCs from CRU/DES/Small Amphips**
- **Improving “A” School Throughput (Complete)**
- **Independent Duty “C” School and NEC**
- **Explore ratings merger**